

# Radical Benefits for Radical Employees

The Receptionist values our teammates. Employees can expect competitive compensation and rewarding benefits.

## MEDICAL/DENTAL/VISION

For select plans, The Receptionist covers 100% of all employees' health, dental, and vision premiums and contributes 60% toward the premiums of employees' dependents. Our healthcare plans are more comprehensive than 85% of those offered by other Colorado companies.

- **Health**

- » Nation-wide coverage with Aetna
- » Traditional and High Deductible Plans available
- » With select plans, The Receptionist contributes to the employees HSA

- **Dental & Vision**

- » Metlife options

- **Life, disability, pet insurance**, and other voluntary options available

## 401K PROGRAM

Generous program with up to 4% match by The Receptionist

## EQUITY STOCK OPTIONS

Every member of the team receives stock options in the company no matter what the position. Options will be discussed upon receiving an offer.

## VACATION

Unlimited vacation offered to all employees. Every member of the team is required to take a minimum of two weeks of vacation each year. We'll never consider a sick day a vacation day.



## SCHEDULES

Enjoy flexible work schedules and a combination of work environments. We care more about accomplishments and contributions than hours in the office or how many vacation days are taken.

## TECHNOLOGY UPGRADES

Brand new Apple technology packages are provided based on the needs of each position. These typically include a laptop, monitor, iPad, AirPods and more. We update your package on every third anniversary to make sure you have the best tools at your disposal.

## PROFESSIONAL DEVELOPMENT FUND

Funds are provided for travel and conference fees. Receive an annual \$1,000 for professional development that can be rolled over if not used. Travel accommodations are also paid for up to \$1,500 per year.

## VACATION FUND

After one year of employment, enjoy \$1,500 per year to use towards one or more vacations. This does not roll over, so be sure to enjoy our unlimited PTO and get time away from the office.

## COMPANY PAID HOLIDAYS

The Receptionist recognizes ten holidays every year as a time for the team members to be with loved ones.

## PARENTAL LEAVE

To welcome new family members, employees who have been with the company for a year receive 12 weeks of paid Parental Leave. An additional 4 weeks of recovery leave are offered to individuals giving birth.

## BEHAVIORAL HEALTH ALLOWANCE

Available immediately upon hire, a \$200 monthly allowance is provided for therapy or counseling at a provider of your choice.

## CHECK-IN DAYS

In an effort to maintain our commitment to Radical Support®, we've created check-in days to address customer needs even while the office closed. For our team, this means additional flexibility over the holidays by spreading support responsibilities amongst employees at brief intervals.

## ADDITIONAL PERKS

- Company provided lunches when in the office
- Monthly all-company lunches
- Company paid RTD commuter benefits
- Quarterly off-site events like TopGolf, Rockies game, Unser Go Kart racing and holiday party
- Culture Club events and branded gifts
- Company Audible Subscription
- Uber/Lyft account access for company events
- Monthly cell phone stipend
- Headspace account
- FABRIC Days for extra recharge away from work